

Disclosure on Remuneration Policy

Cephei Capital Management (Hong Kong) Limited (the "Investment Manager")

1. Introduction and Policy Statement

This document outlines the remuneration policy of Cephei Capital Management (Hong Kong) Limited (the "Investment Manager") for CEPHEI ALL-CHINA RELATIVE RETURN UCITS (the "Fund"), a sub-fund of FundRock UCITS Platform I ICAV. This disclosure addresses the integration of sustainability risks into our remuneration framework and is made in accordance with the Sustainable Finance Disclosure Regulation (SFDR) 2019/2088 and other applicable regulations.

The Investment Manager recognizes that a sound remuneration policy is fundamental to effective risk management. Our policy ensures that remuneration structures do not encourage excessive risk-taking with respect to sustainability risks and remain consistent with the sound risk management practice and the long-term interests of our unitholders.

2. Integration of Sustainability Risks into Remuneration Policy

The Investment Manager is committed to integrating sustainability risks considerations into its governance and operational processes, including remuneration policies for senior management, portfolio managers, and investment analysts.

Integration is achieved through the following principles:

- **Alignment with Long-Term Performance**
A significant portion of variable remuneration is linked to the long-term risk-adjusted fund performance. Performance is assessed over multi-year periods to discourage short-termism and excessive risk-taking.
- **Risk-Adjusted Outcomes**
Performance metrics used to determine variable remuneration are adjusted for all material risks, including sustainability risks. Poor management or oversight of sustainability risks that result in negative outcomes will adversely affect performance assessments and corresponding remuneration.
- **Non-Financial Metrics**
Where applicable, individual performance assessments incorporate non-financial criteria, including the effective integration of sustainability risk analysis into investment decision-making and adherence to the Fund's sustainability-related objectives.
- **Malus/Clawback Provisions**
The Investment Manager reserves the right to apply malus clauses (reducing unvested variable remuneration) and, in severe cases of misconduct or risk management failure, clawback provisions on vested variable remuneration. These provisions apply specifically to instances of excessive risk-taking related to sustainability factors.

3. Proportionality in Application

This remuneration policy is applied proportionately, taking into account the Investment Manager's size, internal organization, and the nature, scope, and complexity of its activities.

4. Conclusion

The Investment Manager's remuneration policy supports a culture of responsible and sustainable investing. By linking remuneration to risk-adjusted, long-term performance that appropriately considers sustainability risks, we align the interests of our staff with those of our investors and the principles of sound risk management.

This policy is subject to regular review by the Investment Manager 's Board of Directors to ensure its continued appropriateness and effectiveness.